



## **IPF/SEOS Part II Sustainable Standards**

### **Growers**

#### **1. Social Sustainability Standards**

Enriching and preserving communities through social engagement, community investment, equal access to social resources, equal opportunity, and community-based education while respecting social diversity, respecting community members, and implementing practices that will benefit future generations.

- 1.1 Policy for sharing important value-based information about products and methods and/or contribute to scientific studies furthering knowledge about plants and products
- 1.2 Policy for interaction with and participation in local Community activities
- 1.3 Hiring of local and/or Indigenous people
- 1.4 Website, newsletter and/or other communications for community outreach
- 1.5 Policy for providing equal opportunities in the workplace

#### **2. Environmental Sustainability Standards**

The ongoing management of a physical environment that supports and enriches biodiversity, protection and preservation of natural resources, and which balances the needs of communities to benefit future generations.

- 2.1 Land management plan
- 2.2 Water management plan
- 2.3 Indigenous plant and animal species protection plan
- 2.4 Incorporation of bees and/or other pollinators into growing operation policy
- 2.5 Waste management plan

#### **3. Cultural Sustainability Standards**

Practices based in respect for, and preservation of others' traditions, values, customs, belief systems, living environments, and lifestyles.

3.1 Policy for the protection of and respect for specific cultural beliefs of employees, staff and regional communities

3.2 Policy for learning or retaining and then passing on the culture and heritage of plants and flowers grown

3.3 Policy for protection of and respect for religious beliefs of employees, staff and regional communities

3.4 Policy for protection of and respect for cultural lifestyle choices of employees, staff and regional communities

3.5 Policy for inclusion of Indigenous growing methods whenever possible

#### **4. Distribution and Labeling Sustainability Standards**

Accurate and truthful information disclosed to all Community members, and transparency, as well as integrity in distribution practices and policies.

4.1 Accuracy in material identification

4.2 Avoidance of co-mingling materials from other growers

4.3 Accuracy in harvest numbers and dates

4.4 Truth in advertising and promotion

4.5 Use of natural materials for bins and other containers whenever possible

#### **5. Economic Sustainability Standards**

Practices that support long-term economic growth with fair compensation without compromising social, environmental, and cultural sustainability within the value-added supply chain Community

5.1 Appropriate employee compensation/benefits plan

5.2 Purchase of seeds and cuttings from ethical sources based on value rather than price

5.3 Policies reflecting the economic impact of operations on the rest of the value added supply chain Community

5.4 Accounting practices that follow guidelines of the Sustainability Accounting Standards Board (SASB, 2013)

5.5 Marketing practices insuring long-term economic viability necessary for job security